

*Caney Creek
Fire & Rescue
Montgomery County ESD 9*



*Deputy Chief
Professional Standards*

Deputy Chief of Professional Standards

The Caney Creek Fire & Rescue / Montgomery County ESD 9 (CCFR) seeks a substantially determined and experienced fire service professional to serve as the Deputy Chief of Professional Standards. This is a newly created full-time position in a growing organization striving to enhance the current and future development of personnel as we navigate the everyday challenges of providing an all-hazards response to the citizens of our community.

The Deputy Chief of Professional Standards and Training is responsible for managing the Professional Standards Division, serving as the Health and Safety Officer, managing members' TCFP certifications, DSHS certifications and facilitate professional development.

The CCFR is on the cusp of significant organizational growth and is looking for that competent, confident, and caring individual to join our team and assist us in moving our department forward.

Caney Creek Fire & Rescue

The CCFR operates under the authority of the Montgomery County ESD 9. An ESD is a political subdivision of the State of Texas established in the State Legislature under the Health and Safety Code Chapter 775. An ESD has the legal authority to levy ad-valorem property taxes for the services it provides, up to a maximum of \$.10 cents on every \$100.00 evaluation. An ESD Board consists of five members of the community, appointed by Commissioner's Court to oversee the funding for emergency response.

The CCFR's responsible for the delivery of an all-hazards fire/rescue and basic life support emergency response to an unincorporated area encompassing 55 square miles. Services are accomplished through the strategic placement of seven fire stations, three of which are staffed with full and part-time personnel and a fourth is staffed as staffing allows. CCFR partners with the Montgomery County Hospital District (MCHD), who provides the Mobile Intensive Care transport units for all County Emergency Medical Services MCHD currently is co-located at our Station 81.





Rank/Title

Chief	1
Assistant Fire Chief	1
Deputy Chief – Administration	1
Deputy Chief – Operations	1
Deputy Chief – Professional Standards	1
Battalion Chief /Shift Commanders	3
Shift Lieutenants	9
Firefighters	18
Part-time Personnel	30
Facilities Maintenance	1
Executive Assistant Administrative	1
Support (part-time secretary)	1

Departmental apparatus include:

- 7 Engine companies
- 2 Tanker/ tenders (soon to be 3)
- 4 Brush trucks
- 2 All-terrain vehicles
- 3 Swift water rescue boats
- 1 Flat bottom evacuation boat
- 2 High water vehicles
- 5 Support/Staff vehicles



IDEAL CANDIDATE

The Deputy Chief of Professional Standards is a key leader, requiring highly developed technical and organizational skills, polished communication and presentation abilities. Furthermore, the capacity to meet deadlines, the ability to develop and maintain programs within the department in compliance with local, state, and federal regulations. The ideal candidate for this position will possess the competencies, knowledge, skills, and abilities described as follows:

- ◆ Direct activity of fire department personnel as the Professional Standards Chief.
- ◆ The aptitude and enthusiasm for training career firefighters, based on significant operational experience in the various ranks of a fire department.
- ◆ The ability to plan, develop, and implement comprehensive training programs and curriculum.
- ◆ Establish departmental training calendar in coordination with shift commanders to ensure annual departmental, shift and industry standards are being met.
- ◆ Manage personnel, budgets, calendars, programs, and training records with an eye for continuous improvement to meet the needs of the department.
- ◆ An understanding of the Texas Department of State Health Services (DSHS) requirements for training subjects, certifications and standards.
- ◆ An understanding of Texas Commission on Fire Protection (TCFP) requirements for training subjects, certifications, and standards.
- ◆ Maintain the ability to instruct TCFP courses and administer skills testing in accordance with minimum standard requirements.
- ◆ Operate as the Health and Safety Officer, reporting all department injuries to TCFP in the department FIDO system.
- ◆ Coordinates and facilitates the organizational advancement towards obtaining the TFCA Best Practices designation and the necessary steps to maintain this distinction.
- ◆ Coordinates and facilitates the organizational advancement towards obtaining the Center for Public Safety Excellence (CPSE) designation upon completion of the TFCA Best Practices designation.
- ◆ Establish and manage the safety committee which investigates incidents and makes recommendations for safer conditions and operations.
- ◆ Manage the Professional Standards Division budget for accurate planning, development, purchases, and execution.
- ◆ Coordinate training events with Battalion Chief/shift commanders (BCs) and manage tasks, assignments, and training delivery by approved personnel.
- ◆ Establish and maintain highly effective, collaborative working relationships with administration, managers, employees, and neighboring department training personnel.
- ◆ Proficient in the use of software programs such as Microsoft Office Word, Excel, PowerPoint, Outlook, Teams, Adobe, and Vector Solutions (formally Target Solutions), and PSTRAx.
- ◆ Be astute, display impeccable character and candor, and maintain a professional reputation.
- ◆ Operate as a decisive leader willing to collaborate with staff while remaining responsible and accountable for final decisions.
- ◆ Possess strong communications, educational, and management skills.
- ◆ Demonstrate professional resolve, strength of character and resilience in the face of criticism or challenges.
- ◆ Perform as Incident command or in a role of the incident command structure as needed.
- ◆ Be committed to a long-term relationship and dedicated to the benefit of the CCFR and the community.



EXPERIENCE, EDUCATION, & CERTIFICATIONS

- ♦ 12 or more years of fire service experience
- ♦ Associates Degree or greater (preferred) in Fire, EMS or Business Administration
- ♦ DSHS EMT or Greater
- ♦ TCFP Advanced Fire Fighter or Greater
- ♦ TCFP Fire Officer II or Greater
- ♦ TCFP Level II Instructor (Level III Instructor within 1 year)
- ♦ TX Class B Exempt Driver's License or greater.
- ♦ Successfully completed NIMS 100, 200, 300, 400, 700, and 800.



Compensation and Benefits

Compensation includes:

- ♦ Annual salary \$89,000, commensurate with experience and qualifications.
- ♦ A cell phone allowance of \$60.00 per month.
- ♦ Department assigned vehicle.

Benefits include:

- ♦ 100%, department paid group health, dental, vision, and life/disability insurance package.
- ♦ Paid time off (PTO)
- ♦ \$800 monthly contribution for family coverage.
- ♦ 12 paid holidays per year, vacation and sick leave plans,
- ♦ TCDRS 1.5 :1 pension plan (effective October 1, 2023)
- ♦ 457B Retirement Account, Employer Contributes 3%
- ♦ Bi-annual medical physicals
- ♦ Cancer screenings
- ♦ Mental Health program
- ♦ Longevity Pay \$10.00 per month after first year for every year employed.



HOW TO APPLY

Applicants must submit resume and copies of certifications to Assistant Fire Chief Paul D. Sims email to:
paul.sims@mcesd9.org

or regular mail to:
Caney Creek Fire & Rescue
16723 FM 2090
Conroe, TX. 77306

On-line or mailed application and resume must be received by July 30,



“Everyday, many of our friends and neighbors put their community first. Members of the Caney Creek Fire and Rescue make the well-being of their fellow citizens their top priority when called upon to respond, when we need them the most.”

- Michael T. Bennett Jr.



Caney Creek Fire & Rescue / Montgomery County ESD 9 (CCFR) is an Equal Opportunity Employer. CCFR does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, political ideas or disability in employment or the provision of services